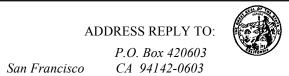
DEPARTMENT OF INDUSTRIAL RELATIONS DIVISION OF LABOR STATISTICS & RESEARCH 455 Golden Gate Avenue, 9th Floor San Francisco, CA 94102



TRAVEL AND SUBSISTENCE PROVISION

FOR

LIGHT FIXTURE MAINTENANCE (ALL CLASSIFICATIONS)

IN

IMPERIAL AND SAN DIEGO COUNTIES

T. U.

61-569-20

AGREEMENT

BETWEEN

LOCAL UNION 569

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

AND

OSRAM SYLVANIA LIGHTING SERVICES JANUARY 1, 1993 - DECEMBER 31, 1995

RECEIVED

Department of Industrial Relations

JUL 28 1995

Niv. of Labor Statistics & Research Chief's Office

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20-95)

At no time shall an employee be promoted to a higher classification and receive a decrease in pay rate, however, employees may be promoted to a higher classification at a lateral pay rate.

- B. There shall be one (1) leadman to each fifteen (15) employees. The rate of pay for leadmen shall be ten per cent (10%) above the top of the rate.
- C. Wages shall be paid weekly on Wednesday and not more than five (5) days shall be withheld at any time. Due to circumstances beyond the Company's control, pay day will be no later than 4:30 p.m. on Friday.
- D. Each day an employee is required to report for work and does report, but is furnished less than four (4) hours' work, said employee shall be paid a minimum of four (4) hours at his regular rate of pay.
- E. All time shall commence from the time of arrival at the job site. The employee shall receive portal to portal, at a to job site and return, if required to report to the plant site. Any mileage beyond a twenty-five (25) mile radius from the shop shall be furnished transportation by the
- F. When performing work in a plant that is signatory to a Collective Bargaining Agreement with the I.B.E.W., Local 569, the Employer agrees to pay its employees the prevailing median hourly rate as required for the classification of the in-plant employee performing similar work. The rate schedules for any plant under contract to Local 569 shall be made available to the Employer upon request, except Fixture Cleaners, who shall be paid the current Fixture Cleaner rate.
- G. When an employee is required to work out of town and will be required to be away from home overnight, he/she shall be reimbursed for reasonable actual expenses of meals and lodging. The Company agrees to pay fifty (\$50.00) dollars per meals and lodging. Should actual expenses exceed fifty (\$50.00) dollars, the employee must furnish Company with all receipts for reimbursement.